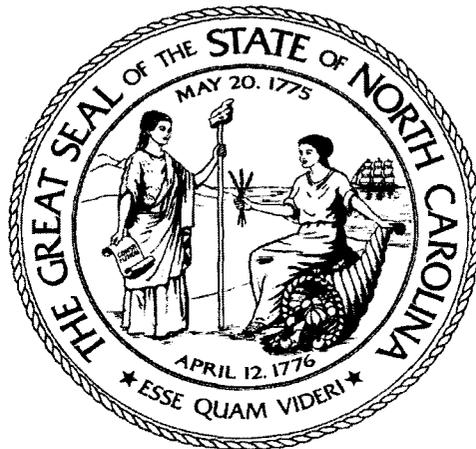


LEGISLATIVE RESEARCH COMMISSION

**COMMITTEE ON CIVILIAN CREDIT
FOR MILITARY TRAINING AND STATE
ADJUTANT GENERAL SELECTION
CRITERIA**

NORTH CAROLINA GENERAL ASSEMBLY



**REPORT TO THE
2014 SESSION
of the
2013 GENERAL ASSEMBLY
OF NORTH CAROLINA**

MAY, 2014

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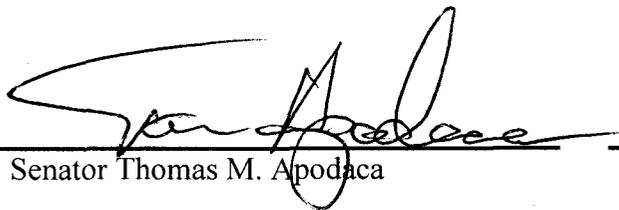
TRANSMITTAL LETTER

May 13, 2014

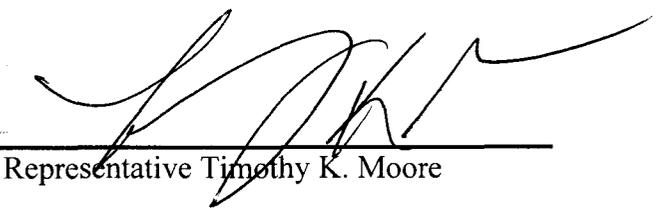
TO THE MEMBERS OF THE 2014 REGULAR SESSION
OF THE 2013 GENERAL ASSEMBLY

The Legislative Research Commission herewith submits to you for your consideration its report and recommendations to the 2014 Regular Session of the 2013 General Assembly. The report was prepared by the Legislative Research Commission's Committee on Civilian Credit for Military Training and State Adjutant General Selection Criteria, pursuant to G.S. 120-30.17(1).

Respectfully submitted,



Senator Thomas M. Apodaca



Representative Timothy K. Moore

Co-Chairs
Legislative Research Commission

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LEGISLATIVE RESEARCH COMMISSION MEMBERSHIP

2013 – 2014

Senator Thomas M. Apodaca
Co-Chair

Representative Timothy K. Moore
Co-Chair

Senator Phil Berger, Ex Officio
Senator Dan Blue
Senator Harry Brown
Senator Martin L. Nesbitt, Jr.

Representative Thom Tillis, Ex Officio
Representative John M. Blust
Representative Justin P. Burr
Representative Becky Carney
Representative Mike D. Hager

PREFACE

The Legislative Research Commission, established by Article 6B of Chapter 120 of the General Statutes, is the general purpose study group in the Legislative Branch of State Government. The Commission is co-chaired by the President Pro Tempore of the Senate and the Speaker of the House of Representatives, or their designees, and has five additional members appointed from each house of the General Assembly. Among the Commission's duties is that of making or causing to be made, upon the direction of the General Assembly, "such studies of and investigation into governmental agencies and institutions and matters of public policy as will aid the General Assembly in performing its duties in the most efficient and effective manner" (G.S. 120-30.17(1)).

The Legislative Research Commission authorized the study of Civilian Credit for Military Training and State Adjutant General Selection Criteria, under authority of G.S. 120-30.17(1). The Committee was chaired by Senator Robert Clark; Wesley Meredith and Representative Kelly Hastings, Co-Chairs of the Committee. The full membership of the Committee is listed under Committee Membership. A committee notebook containing the committee minutes and all information presented to the committee will be filed in the Legislative Library by the end of the **2013-2014** biennium.

COMMITTEE PROCEEDINGS

The Legislative Research Commission's Committee on Civilian Credit for Military Training and State Adjutant General Selection Criteria met four times after the 2013 Regular Session. The Committee's Charge can be found [here](#). The following is a brief summary of the Committee's proceedings. Detailed minutes and information from each Committee meeting are available in the Legislative Library.

January 21, 2014

The Committee on Civilian Credit for Military Training and State Adjutant General Selection Criteria (LRC)(2013) met on Tuesday, January 21, 2014 at 9:30 AM. The meeting was held in Room 544 of the Legislative Office Building. Senator Clark, Representative Hastings (presiding), Representative Johnson, Senator Meredith, Senator Rabin, Senator Sanderson, and Representative Whitmire were present.

Staff presented background and an overview of the statute that states the criteria for appointment of the State Adjutant General. Major General Wilson, Ret., USMC, Military Advisor, Office of the Governor, stated his views on selection criteria. He was followed by Major General Gregory Lusk, who presented a PowerPoint presentation on the role of the North Carolina National Guard. Chief Warrant Officer Lewis Burge, North Carolina National Guard, discussed the requirement for officers to have federal recognition of their rank, and the submission process. Lieutenant General William Ingram, a former Adjutant General of the North Carolina National Guard, recommended having a minimum rank requirement and a minimum period of service in the North Carolina National Guard for eligibility for appointment to State Adjutant General. Bobby E. Lumsden, Executive Officer to the Military Affairs Advisor, suggested that the criteria for Adjutant General Selection include National Guard service, education, and command experience components.

During committee discussion, staff provided information about a requirement that a general officer attend a service War College. Representative Whitmire stated that federal recognition of rank, education, experience in the Reserves or National Guard, and command experience are important factors for consideration. Senator Clark proposed a requirement to have attended Army War College. Senator Rabin spoke to the importance of federal recognition of rank, and also supports age limits. Senator Meredith agreed with the general criteria that had been stated throughout the meeting. Senator Clark proposed that War College should be a requirement before consideration for appointment to Adjutant General. Senator Rabin proposed a War College residency requirement. Major General Lusk clarified that available openings for War College were extremely limited and many only have the opportunity to take the correspondence courses.

February 18, 2014

The Committee on Civilian Credit for Military Training and State Adjutant General Selection Criteria (LRC)(2013) met on Tuesday, February 18, 2014 at 9:00 AM. The meeting was held in Room 544 of the Legislative Office Building. Members present were: Senator Clark, Senator Conrad, Representative Hastings, Representative Johnson, Representative Martin, Senator Rabin (presiding), Senator Sanderson, and Representative Whitmire.

Chief Warrant Officer Richard Comer presented a PowerPoint presentation on the National Guard's efforts toward civilian credit for military training. Regarding certification for law enforcement, it was explained that each state has different reciprocity requirements and decides if additional training is needed. In response to a question about VA approval of programs, it was explained that a service member could receive a living expense stipend while enrolled if the program was VA approved. William McMillian, Transition Services Manager with the Fort Bragg Army Career and Alumni Program, discussed a handout on the Army Career and Alumni Program. Dr. Bud Marchant, President of Central Carolina Community College, introduced Dr. Bryan Merritt with the Veterans College Preparation Programs at Central Carolina Community College. He discussed a handout from the college about veterans' programs and credits for training eligibility.

Dr. Larry Keen, President of Fayetteville Technical Community College introduced Dr. David Brand, Associate Vice President, and Sargent Major Richard Rice. Sargent Major Rice presented a PowerPoint detailing Fayetteville Technical Community College's participation as a Service Members Opportunity College that streamlines credit transfers between schools. Dr. Keen explained a procedural barrier for public schools to obtain VA approval for non-credit programs. It was stated that a new group of students will be starting a program that partners Fayetteville Technical Community College with East Carolina University. Regarding acceptance of credits at university system campuses, it was explained that each institution determines which credits they will accept, and some North Carolina universities accept some but not all transfer credits.

Dr. Scott Ralls, President of the North Carolina State Board of Community Colleges, discussed background information about the community college system and different degree/non-degree programs. He spoke to the need for VA certification of non-degree courses. Dr. Ralls explained that community colleges are increasingly using MOS as an indicator of competence towards license or certification requirements. Ann Marie Bell, director of military education for the UNC System, presented a PowerPoint presentation on practices for transfer of some types of military training into general or elective credit.

March 18, 2014

The Committee on Civilian Credit for Military Training and State Adjutant General Selection Criteria (LRC)(2013) met on Tuesday, March 18, 2014 at 10:00 AM. The meeting was held in Room 544 of the Legislative Office Building. Members present were: Senator Clark, Representative Conrad, Representative Hastings, Representative Martin, Senator Meredith (presiding), Senator Rabin, Senator Sanderson, and Representative Whitmire.

Staff presented a summary of draft legislation to the committee, and explained the current statutory criteria. An explanation of the draft bill was provided to the committee. The committee discussed the draft and several amendments were proposed. The first amendment would have removed the requirement that the appointee had served in the North Carolina National Guard; it was not adopted. A second amendment to include command time was offered and adopted. No further amendments were adopted. The committee did not object to technical changes being made to the bill.

Staff presented a PowerPoint presentation titled "Occupational Licensing, Certification, or Registration based upon Military Training or for Military Spouses G.S. 93B-15.1." Staff also presented the results of a survey provided to the occupational licensing boards. It was explained that many of the licensing boards granted licensure by reciprocity and are not pursuing the rule making process. Several of the boards suggested increasing awareness or identifying a military liaison that could help facilitate use of the statute with military spouses and veterans. On the survey, many boards suggested that it would be helpful to increase promotion and awareness of the statute. Staff also presented information on the appellate process utilized when an application is denied. It was explained that if the agency, after it has a hearing, delays acting and unreasonably delays the issuance of the decision, then the applicant is considered to have good reason to ask a court to compel the agency to act.

Bobby White, Chief Operations Officer of the North Carolina State Board of Dental Examiners, stated that the NC State Board of Dental Examiners embraces this law. He stated that it is their desire that anyone, including military people, who are capable of practicing dentistry and dental hygiene in a safe and effective manner to be in this state and practicing. When it was realized that the bill was in a position to be passed, they went to the Rules Review Commission and began developing their rules, and paper application process. They also have developed a waiting list that resulted from people calling in waiting to take advantage of this law. David A. Thompson, Alliance Tractor-Trailer Training Centers in Arden, North Carolina, gave an example of a program called "Troops to Truckers" that went awry. The program eliminated the skills test and gave them a written test. He explained that the military has little to no exposure of what is being used in the private sector, and the difference between the military and the private sector is night and day. He suggested for this to be successful that the private sector needs to be included.

April 15, 2014

The Committee met to finalize and adopt its final report containing findings and recommendations to the Legislative Research Commission. Several amendments were adopted, and the draft report was adopted as amended.

FINDINGS AND RECOMMENDATIONS

Findings

1. The current Adjutant General is a highly trained and experienced officer, and has proven to be both an outstanding officer and commander of the North Carolina National Guard. The North Carolina National Guard has a stellar reputation as one of the finest, if not the finest, state national guard organization in the United States. Under the Adjutant General's leadership, the North Carolina National Guard has excelled in the performance of its State and federal missions—including multiple deployments in support of United States' missions in Iraq and Afghanistan. However, North Carolina's current statutory requirement that an Adjutant General appointee have five years of commissioned service in any component of the armed forces, is insufficient to ensure that future appointees have the same type of military service experience, training, and competency warranted for appointment to the rank of major general as the current Adjutant General. An officer appointed as the Adjutant General assumes great responsibilities, with a current command of almost 12,000 members of the North Carolina National Guard. The absence of specific statutory requirements could lead to a future appointment that is not based on training, experience, and demonstrated ability—and might ultimately affect unit morale and readiness.

2. When outside of a State's geographic boundaries, federal law and regulations require that an officer be "federally recognized" in order to wear the rank to which he or she is appointed by State authorities. An officer who does not obtain federal recognition at the State-appointed rank, or is not eligible for federal recognition, would be of an inferior rank to commanders of other state National Guard units and the regular components of the armed forces when outside of North Carolina. The loss of status in a joint force situation, or when operating in other jurisdictions at home or abroad, may well affect the credibility and utilization of the North Carolina National Guard. In order to obtain federal recognition, an officer must complete specific education and training requirements.

3. The North Carolina National Guard is created by State statute, and its role and operations are intertwined with those of other State agencies. A strong familiarity with the responsibilities imposed upon the North Carolina National Guard, and with the units and other assets constituting the force, would be extremely important to an officer assuming the position of Adjutant General. In addition, prior command of a unit (preferably a National Guard unit) is believed to be indispensable to ensure that the appointee has the leadership qualities required of a commander—and has successfully demonstrated the ability to command troops.

4. There is currently a lack of information being disseminated by occupational licensing boards to potential applicants who are serving, or have served in the military, regarding the criteria and requirements for credit for military training.
5. Although some North Carolina community colleges, including Fayetteville Technical Community College and Central Carolina Community Colleges, have programs that provide significant course credits for military training, each institution in the University of North Carolina system determines which credits they will accept as transfer credits, or whether course credit will be granted for military training.
6. There is no requirement that occupational licensing boards fully investigate the nature and quality of the training required for the award of a military occupational specialty or the nature of the duties and experience of a service member or veteran.
7. Granting full educational credit for military training at our college campuses, the creation of a seamless system, is important for both maximizing workforce development and enhancing North Carolina's military friendly reputation.

Recommendations

1. The Committee recommends that the Senate establish a standing Military Affairs Committee to review legislation relevant to issues affecting the State's military servicemembers and veterans.
2. The Committee recommends that the General Assembly enact the following Legislative Proposals:

LEGISLATIVE PROPOSAL I

A BILL TO BE ENTITLED
AN ACT TO AMEND THE SELECTION CRITERIA FOR ADJUTANT GENERAL OF THE
NORTH CAROLINA NATIONAL GUARD AS RECOMMENDED BY THE
LEGISLATIVE RESEARCH COMMISSION STUDY ON CIVILIAN CREDIT FOR
MILITARY TRAINING AND STATE ADJUTANT GENERAL SELECTION CRITERIA.

LEGISLATIVE PROPOSAL II

A BILL TO BE ENTITLED
AN ACT TO ENHANCE THE EFFECTIVENESS OF THE OCCUPATIONAL LICENSING
OF MILITARY SERVICE MEMBERS AND VETERANS, AND TO DIRECT THE
BOARD OF GOVERNORS OF THE UNIVERSITY OF NORTH CAROLINA AND THE
STATE BOARD OF COMMUNITY COLLEGES TO SUBMIT A PLAN THAT WILL
ENSURE THAT COLLEGE CREDITS ARE UNIFORMLY GRANTED TO STUDENTS
WITH MILITARY TRAINING, AS RECOMMENDED BY THE LEGISLATIVE
RESEARCH COMMISSION STUDY ON CIVILIAN CREDIT FOR MILITARY
TRAINING AND STATE ADJUTANT GENERAL SELECTION CRITERIA.

COMMITTEE MEMBERSHIP

2013-2014

Senate Members:

Senator Wesley Meredith, Co-Chair
Senator Ronald Rabin, Co-Chair

Senator Norman Sanderson
Senator Ben Clark
Senator Thomas Apodaca, Ex Officio

House of Representatives Members:

Representative Kelly Hastings, Co-Chair

Representative Debra Conrad
Representative Linda Johnson
Representative Grier Martin
Representative Chris Whitmire
Representative Timothy Moore, Ex Officio

COMMITTEE CHARGE

Civilian Credit for Military Training and State Adjutant General Selection Criteria

The LRC Study Committee on Civilian Credit for Military Training and State Adjutant General Selection Criteria shall study the feasibility, costs and benefits of awarding military personnel credit towards professional licensure in the State, where the military personnel's occupational specialty is germane to licenses, certificates and certifications issued by the State professional licensing entities. The committee shall also study the criteria and methods utilized for selecting Adjutant General of the North Carolina National Guard and shall make appropriate recommendations for improvement of that process as necessary. The committee may study any other issues pertinent to this study.

STATUTORY AUTHORITY

NORTH CAROLINA GENERAL STATUTES ARTICLE 6B.

Legislative Research Commission.

§ 120-30.17. Powers and duties.

The Legislative Research Commission has the following powers and duties:

- (1) Pursuant to the direction of the General Assembly or either house thereof, or of the chairmen, to make or cause to be made such studies of and investigations into governmental agencies and institutions and matters of public policy as will aid the General Assembly in performing its duties in the most efficient and effective manner.
- (2) To report to the General Assembly the results of the studies made. The reports may be accompanied by the recommendations of the Commission and bills suggested to effectuate the recommendations.
- (3), (4) Repealed by Session Laws 1969, c. 1184, s. 8.
- (5), (6) Repealed by Session Laws 1981, c. 688, s. 2.
- (7) To obtain information and data from all State officers, agents, agencies and departments, while in discharge of its duty, pursuant to the provisions of G.S. 120-19 as if it were a committee of the General Assembly.
- (8) To call witnesses and compel testimony relevant to any matter properly before the Commission or any of its committees. The provisions of G.S. 120-19.1 through G.S. 120-19.4 shall apply to the proceedings of the Commission and its committees as if each were a joint committee of the General Assembly. In addition to the other signatures required for the issuance of a subpoena under this subsection, the subpoena shall also be signed by the members of the Commission or of its committee who vote for the issuance of the subpoena.
- (9) For studies authorized to be made by the Legislative Research Commission, to request another State agency, board, commission or committee to conduct the study if the Legislative Research Commission determines that the other body is a more appropriate vehicle with which to conduct the study. If the other body agrees, and no legislation specifically provides otherwise, that body shall conduct the study as if the original authorization had assigned the study to that body and shall report to the General Assembly at the same time other studies to be conducted by the Legislative Research Commission are to be reported. The other agency shall conduct the transferred study within the funds already assigned to it.

LEGISLATIVE PROPOSAL I

GENERAL ASSEMBLY OF NORTH CAROLINA SESSION 2013

U

D

BILL DRAFT 2013-RKz-38 [v.7] (02/05)

(THIS IS A DRAFT AND IS NOT READY FOR INTRODUCTION)
3/25/2014 10:21:31 AM

Short Title: AG Selection Criteria/Amendments. (Public)

Sponsors: (Primary Sponsor).

Referred to:

A BILL TO BE ENTITLED

AN ACT TO AMEND THE SELECTION CRITERIA FOR ADJUTANT GENERAL OF THE NORTH CAROLINA NATIONAL GUARD AS RECOMMENDED BY THE LEGISLATIVE RESEARCH COMMISSION STUDY ON CIVILIAN CREDIT FOR MILITARY TRAINING AND STATE ADJUTANT GENERAL SELECTION CRITERIA.

The General Assembly of North Carolina enacts:

SECTION 1. G.S. 127A-19 reads as rewritten:

"§ 127A-19. Adjutant General.

(a) The military head of the militia shall be the Adjutant General who shall hold the rank of major ~~general~~-general with federal recognition at time of appointment, or attain the rank of major general pursuant to this section. The Adjutant General shall be appointed by the Governor in the Governor's capacity as commander in chief of the militia, in consultation with the Secretary of Public Safety, and shall serve at the pleasure of the Governor. ~~No person shall be appointed as Adjutant General who has less than five years' commissioned service in an active status in any component of the Armed Forces of the United States.~~ The Adjutant General, while holding this office, ~~may shall~~ be a member of the active North Carolina National ~~Guard~~ or ~~naval militia~~-Guard. If an appointed Adjutant General does not attain the rank of major general with federal recognition within a reasonable period of time from the date of appointment, the Governor shall replace the Adjutant General with an appointee who meets the criteria in this section. A "reasonable" period of time shall take into account time in grade requirements for promotion or promotions, and administrative periods necessary to complete the promotion process.

(b) In order to be eligible for appointment as Adjutant General, a person shall be a resident of the State of North Carolina and meet all of the following requirements:

Appendix D – Legislative Proposals

- 1 (1) The person shall have a minimum of 10 years commissioned service in
2 (i) the armed forces of the United States, (ii) the reserve armed forces
3 of the United States, or (iii) a combination of (i) and (ii).
4 (2) A minimum of 3 years commissioned service in the North Carolina
5 Army or Air National Guard within the 6 year period previous to the
6 appointment date.
7 (3) The person, at the time of appointment, shall be one of the following:
8 a. A major general with federal recognition or who is eligible for
9 federal recognition.
10 b. A brigadier general with federal recognition or who is eligible
11 for federal recognition and who is eligible for promotion to
12 major general with federal recognition.
13 c. A colonel with federal recognition or who is eligible for federal
14 recognition; who is eligible for promotion and federal
15 recognition as a brigadier general; and who is eligible for
16 promotion to major general with federal recognition.
17 (4) The person shall have completed all service school or other criteria for
18 promotion to general officer with federal recognition.
19 (5) The person shall have a minimum of 12 months in command of either
20 (i) a North Carolina National Guard unit, or (ii) a unit in any
21 component of the armed forces of the United States.

22 (c) Subject to the approval of the Governor and in consultation with the Secretary
23 of Public Safety, the Adjutant General may ~~appoint~~ appoint:

- 24 (1) A deputy adjutant general, who may hold the same rank as the
25 Adjutant General.
26 (2) An assistant adjutant general for the Army National Guard and an
27 assistant adjutant general for the Air National Guard, each of whom
28 may hold the rank of brigadier general.

29 The appointees authorized by this subsection shall serve at the pleasure of the Governor.
30 The Adjutant General may also employ staff members and other personnel as authorized
31 by the Secretary and funded."

32 ~~(i) a deputy adjutant general who may hold the rank of major general, and (ii) an~~
33 ~~assistant adjutant general for Army National Guard, and an assistant adjutant general for~~
34 ~~Air National Guard, each of whom may hold the rank of brigadier general and who shall~~
35 ~~serve at the pleasure of the Governor. The Adjutant General may also employ staff~~
36 ~~members and other personnel as authorized by the Secretary and funded."~~

37 **SECTION 2.** This act becomes effective for appointments on or after July 1,
38 2014.

LEGISLATIVE PROPOSAL II

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2013

S

D

BILL DRAFT 2013-RKz-39 [v.10] (04/03)

(THIS IS A DRAFT AND IS NOT READY FOR INTRODUCTION)
4/15/2014 3:48:28 PM

Short Title: Credit for Military Training. (Public)

Sponsors: Senator (Primary Sponsor).

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT TO ENHANCE THE EFFECTIVENESS OF THE OCCUPATIONAL
3 LICENSING OF MILITARY SERVICE MEMBERS AND VETERANS,
4 AND TO DIRECT THE BOARD OF GOVERNORS OF THE UNIVERSITY
5 OF NORTH CAROLINA AND THE STATE BOARD OF COMMUNITY
6 COLLEGES TO SUBMIT A PLAN THAT WILL ENSURE THAT
7 COLLEGE CREDITS ARE UNIFORMLY GRANTED TO STUDENTS
8 WITH MILITARY TRAINING, AS RECOMMENDED BY THE
9 LEGISLATIVE RESEARCH COMMISSION STUDY ON CIVILIAN
10 CREDIT FOR MILITARY TRAINING AND STATE ADJUTANT
11 GENERAL SELECTION CRITERIA.
12 The General Assembly of North Carolina enacts:
13 SECTION 1. G.S. 93B-15.1 reads as rewritten:
14 "§ 93B-15.1. Licensure for individuals with military training and experience;
15 licensure by endorsement for military spouses; temporary license.
16 (a) Notwithstanding any other provision of law, an occupational licensing
17 board, as defined in G.S. 93B-1, shall issue a license, certification, or registration
18 to a military-trained applicant to allow the applicant to lawfully practice the
19 applicant's occupation in this State if, upon application to an occupational
20 licensing board, the applicant satisfies the following conditions:
21 (1) Has been awarded a military occupational specialty and has done
22 all of the following at a level that is substantially equivalent to or
23 exceeds the requirements for licensure, certification, or
24 registration of the occupational licensing board from which the
25 applicant is seeking licensure, certification, or registration in this

1 State: completed a military program of training, completed
2 testing or equivalent training and experience, ~~experience~~ as
3 ~~determined by the board~~, and performed in the occupational
4 specialty.

5 (2) Has engaged in the active practice of the occupation for which
6 the person is seeking a license, certification, or permit from the
7 occupational licensing board in this State for at least two of the
8 five years preceding the date of the application under this section.

9 (3) Has not committed any act in any jurisdiction that would have
10 constituted grounds for refusal, suspension, or revocation of a
11 license to practice that occupation in this State at the time the act
12 was committed.

13 (4) Pays any fees required by the occupational licensing board for
14 which the applicant is seeking licensure, certification, or
15 registration in this State.

16 (a) No later than 30 days following receipt of an application, an
17 occupational licensing board shall notify an applicant when the applicant's military
18 training or experience does not satisfy the requirements for licensure, certification,
19 or registration, and shall specify the criteria or requirements that the board
20 determined that the applicant failed to meet and the basis for that determination.

21 (b) Notwithstanding any other provision of law, an occupational licensing
22 board, as defined in G.S. 93B-1, shall issue a license, certification, or registration
23 to a military spouse to allow the military spouse to lawfully practice the military
24 spouse's occupation in this State if, upon application to an occupational licensing
25 board, the military spouse satisfies the following conditions:

26 (1) Holds a current license, certification, or registration from another
27 jurisdiction, and that jurisdiction's requirements for licensure,
28 certification, or registration are substantially equivalent to or
29 exceed the requirements for licensure, certification, or
30 registration of the occupational licensing board for which the
31 applicant is seeking licensure, certification, or registration in this
32 State.

33 (2) Can demonstrate competency in the occupation through methods
34 as determined by the Board, such as having completed
35 continuing education units or having had recent experience for at
36 least two of the five years preceding the date of the application
37 under this section.

38 (3) Has not committed any act in any jurisdiction that would have
39 constituted grounds for refusal, suspension, or revocation of a
40 license to practice that occupation in this State at the time the act
41 was committed.

42 (4) Is in good standing and has not been disciplined by the agency
43 that had jurisdiction to issue the license, certification, or permit.

1 (5) Pays any fees required by the occupational licensing board for
2 which the applicant is seeking licensure, certification, or
3 registration in this State.

4 (c) All relevant experience of a military service member in the discharge of
5 official duties or, for a military spouse, all relevant experience, including full-time
6 and part-time experience, regardless of whether in a paid or volunteer capacity,
7 shall be credited in the calculation of years of practice in an occupation as required
8 under subsection (a) or (b) of this section.

9 (c1) Each occupational licensing board shall publish a document which lists
10 the specific criteria or requirements for licensure, registration, or certification by
11 the board, with a description of the criteria or requirements that are satisfied by
12 military training or experience as provided in this section, and any necessary
13 documentation needed for obtaining the credit or satisfying the requirement. The
14 information required by this subsection shall be published on the occupational
15 licensing board's website, and the website of the North Carolina Division of
16 Veterans Affairs.

17 "

18 **SECTION 2.** Each occupational licensing board shall contact training
19 offices at military installations, or any other federal offices that provide
20 information on military occupational specialties and training, for the purpose of (i)
21 acquiring information necessary for an adequate understanding of military training
22 and job requirements, and (ii) assisting in determining the applicability and
23 correlation of military training and experience to the criteria and requirements for
24 licensure, certification, or registration. No later than September 1, 2014, each
25 occupational licensing board shall submit a report to the Co-Chairs of the
26 Legislative Research Commission Study Committee on Civilian Credit for
27 Military Training with the status of the document required by Section 1 of this act,
28 and the results of their consultation with military training officials as required by
29 this Section.

30 **SECTION 3.** The Board of Governors of The University of North
31 Carolina and the State Board of Community Colleges shall jointly develop a plan
32 for implementing a uniform system of granting course credits to all students
33 enrolled in constituent institutions of The University of North Carolina and all
34 students enrolled in State community colleges based on the students' military
35 training or experience. The plan shall include a description of the procedure to be
36 utilized in evaluating military training or experience and its correlation to school
37 course credits, and the process for the transfer of course credits between
38 constituent institutions and community colleges when course credit has been
39 granted by any institution or community college based upon military training or
40 experience. As part of the plan, the Board of Governors of The University of
41 North Carolina, in consultation with the State Board of Community Colleges, shall
42 consider a process for recognizing Associate of Arts or Associate of Science

1 degrees granted by institutions that are participants in the Servicemembers
2 Opportunity Colleges Consortium or the Community College of the Air Force.

3 No later than September 1, 2014, the Board of Governors of The University of
4 North Carolina and the State Board of Community Colleges shall provide a report
5 to the Joint Legislative Education Oversight Committee, the Co-Chairs of the
6 House Homeland Security, Military, and Veterans Affairs Committee, and the
7 Co-Chairs of the Legislative Research Commission Study Committee on Civilian
8 Credit for Military Training on the progress toward developing the plan required
9 by this section. No later than January 1, 2015, the Board of Governors of The
10 University of North Carolina and the State Board of Community Colleges shall
11 submit the plan and any recommendations to the Joint Legislative Education
12 Oversight Committee, the Co-Chairs of the House Homeland Security, Military,
13 and Veterans Affairs Committee, and the Co-Chairs of the Legislative Research
14 Commission Study Committee on Civilian Credit for Military Training.

15 **SECTION 4.** The State Board of Community Colleges shall consult
16 with North Carolina National Guard Education and Employment Center, the North
17 Carolina Department of Commerce, the North Carolina Department of Labor, and
18 any other state or federal agencies as appropriate, and study (1) "Knowledge Gap
19 Fulfillment," the continuation, development, and creation of programs that provide
20 maximum credit for military training and experience that meet North Carolina
21 licensing, certification, or credential standards; (2) identify job development
22 programs that require the same Military Occupational Skills (MOS) or share the
23 same aptitude skills required to complete the program; and (3) identify existing
24 VA approved non-degree programs conducted in other states that have a high
25 employment demand in North Carolina; determine the ability of State Community
26 Colleges or other training centers to conduct these program; and identify and
27 develop similar short term programs that meet North Carolina specific high
28 employment technical career fields. A consideration in all program studies in this
29 section shall be VA approval for educational benefits with the North Carolina
30 State Approval Agency. The State Board of Community Colleges shall report to
31 the Joint Legislative Education Oversight Committee, the Co-Chairs of the House
32 Homeland Security, Military, and Veterans Affairs Committee, and the Co-Chairs
33 of the Legislative Research Commission Study Committee on Civilian Credit for
34 Military Training with recommendations and any proposed legislation no later
35 than October 1, 2014.

36 **SECTION 5.** Section 1 of this act is effective January 1, 2015. The
37 remainder of this act is effective when it becomes law.